



USA Staffing®

Great Government Starts Here®

November 4, 2020

The Advisory Board meeting will begin shortly.

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Agenda

1. USA Staffing Program Updates

- **FY20 Year in Review**
 - System Statistics
 - Key Features Delivered
 - Customer Satisfaction Survey
- **FY21 Looking Ahead**
 - Product Roadmap
 - Two-Factor Login Enforcement
 - Robotic Process Automation
 - CHCO Hiring Survey Enhancements
 - Legacy Decommissioning

- Application Manager Foresee Survey
- Position Description Reviews

2. USAJOBS Updates

- Veterans' Interconnection
- Job Status
- Agency Talent Portal

3. Closing Remarks

- Cognos Training
- USA Staffing is Hiring
- Upcoming Events

Questions?

Use the Q&A feature in Adobe to ask questions during the meeting.



FY20 Year in Review



105

Agencies using USA Staffing



244,211

Agency Hiring Manager users



16,532

All HR users



23,593

Onboarding, Reporting, and
Applicant Flow Data users

245,660

Jobs Announced

(-3.6% SPLY)



11,797,568

Applications received

(+4.6% SPLY)



486,523

Certificates Issued

(+4.9% SPLY)



355,114

Selections made

(+7.5% SPLY)



307,354

New Hires Entered on Duty

(+7.3% SPLY)





FY20 Year in Review



7,909

USA Hire JOAs



3,162,521

Onboarding forms and documents electronically sent to eOPF



79%

USAJOBS vacancies posted through USA Staffing



99.89%

System Availability

90

Average Foresee Score
New Hire Interface



83

Average Foresee Score
Applicant Interface



Welcome New Customers!

- Department of Energy
- Department of Interior
- Department of Treasury
- Federal Transit Administration – pilot
- NASA



FY20 Key Features Delivered



Classification

- Narrative Description Classification Standard
- PD Document Management
- Copy Position Description
- Hiring Manager access to the PD Library



Reporting and Analytics

- Launched the Hiring Data Warehouse and added ~800 data items
- Created 29 new reports and dashboards and updated 35 others



Additional features:

- Activity Summary Emails
- Age Screening and Law Enforcement Hiring Features
- Applicant List Workload Management
- Conditionally-required supporting documents
- COVID-19 Mission Critical Tag and I-9 form changes
- PIV login usability improvements
- Welcome tab with configurable data tiles



FY20 Key Features Delivered (con't)



Interface and Usability Improvements

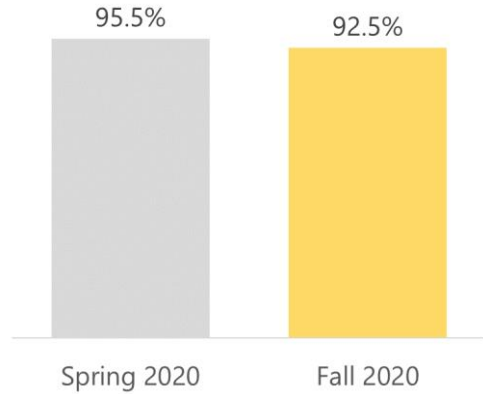
- Applicant List page filters
- Assessment Questionnaire page
- Certificates tab
- Competency Library
- Hiring Manager Dashboard and feedback survey
- Increased upload file size from 3 to 5 MB
- New Hire record overview and assignments pages
- Permission Profiles
- Position Descriptions
- Release Announcement
- Tasks and Workflow Management



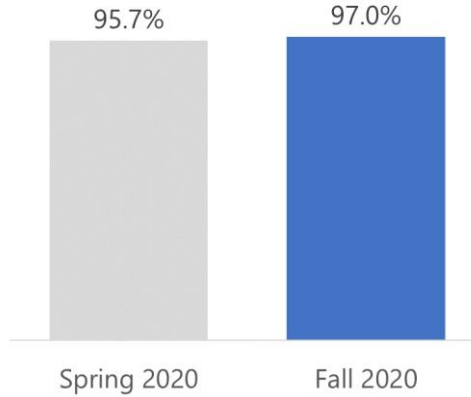
Fall 2020 Customer Service Satisfaction Survey Results

%Positive Responses

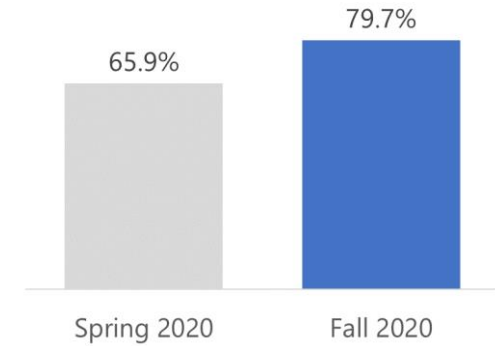
How would you rate the technical support provided by the USA Staffing Help Desk?



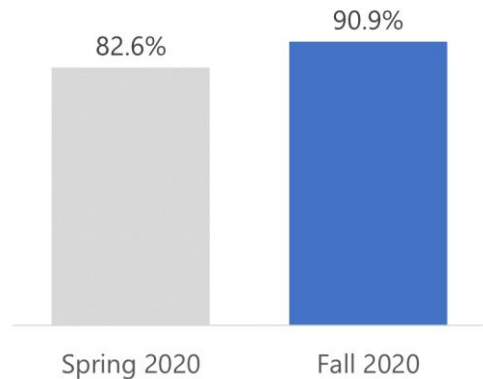
How would you rate the USA Staffing account management services you have received?



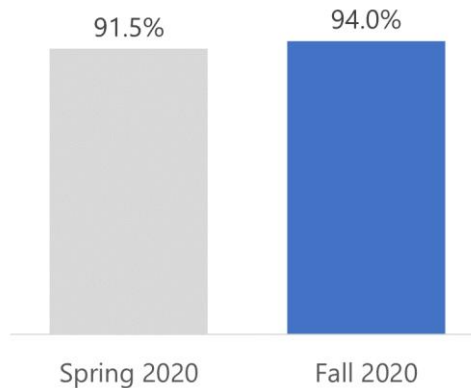
Our hiring officials are satisfied with the design of the Hiring Manager interface.



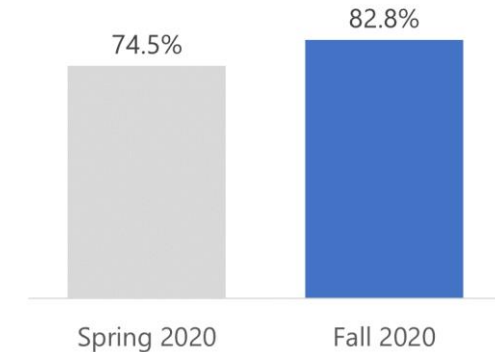
Our HR community is satisfied with the design of the USA Staffing system.



Overall, how satisfied or dissatisfied are you with the services you have received?



USA Staffing provides the data and reporting products our HR Community needs to make informed decisions.





Fall 2020 CSS Narrative Item Themes

What feature would you recommend improving?

- Ability to edit request
- Copy vacancy/announcement
- Cognos
- Onboarding
- Classification
- Interconnections/integrations
- Hiring Manager interface

How can USA Staffing improve its services?

- Deliver enhancements priorities more quickly
- Communicate more quickly when system has unexpected downtime

What is USA Staffing doing well?

- Communication
- Customer Service
- Responsiveness
- Account Management Model
- Help Desk Service
- USA Staffing is a trusted partner



FY21: Plans and Priorities



USA Staffing Product Roadmap

Working on Now:

- USAJOBS Job Status Feature
- Configuration of Core System User Notifications
- Additional Onboarding Data Inserts
- Veterans Interconnection
- Enhancements to JOA Library Features
- New USA Staffing Training Environment
- Time to Hire API
- Hiring Data Warehouse Improvements

Coming Next:

- Display USAJOBS Veterans Interconnection Values in Applicant
- Ad Hoc Pulse Survey
- Selective Service System Interconnection
- Assessment Hurdles
- Hiring Manager Dashboard
- Application Inventory
- Add Agency Branding to Notification Templates

FY21 Priorities

- Classification
- Streamlined Applicant Experience
- Hiring Manager Experience
- SME-QA Assessment Process
- USA Hire Upgrade
- BI Solution
- Interconnections and APIs
- Data Warehouses



Two-Factor Login Enforcement

- USA Staffing is required to enforce two-factor authentication for all Users and only permit username/password login by exception.
- PIV/CAC card login enforcement began in November 2019 and will extend to all USA Staffing customer agencies by the end of **December 2020**.
- USA Staffing is developing a feature to allow Agency Administrators to grant PIV Login exceptions by Q2 FY21.
- Online Help, USA Staffing's Help Desk and Account Management teams are ready to assist agencies and users through this transition.



FY20 PIV Login Metrics

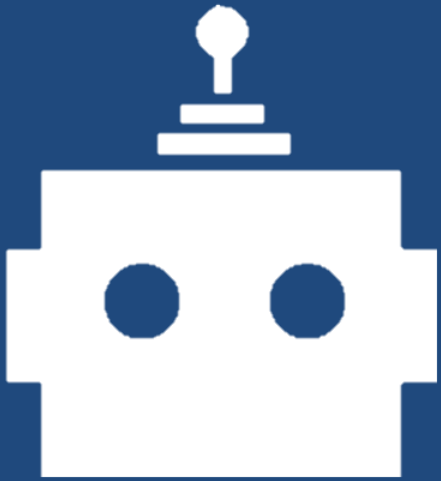
- 90% of users have a registered PIV/CAC card
- 74% of all logins used PIV/CAC

PIV Login Online Help Topic: https://help.usastaffing.gov/USAS/index.php?title=Registering_your_Smartcard



USA Staffing

Bot Governance



What are bots?

- Robotic Process Automation (RPA)
- Uses external software
- Ideal for automating repetitive or task-based processes
- Highly structured

Bots Across Government

FEDERAL



- 17 Agencies
- 328 Automations



INTERNAL OPERATIONS



Common Use Cases

- Finance
- Human Resources
- IT Services
- Procurement
- Administrative Services

TECHNOLOGY ENHANCEMENT



Common Use Cases

- Systems Integration
- Enhanced System Functionality (add-ons).
- Data Verification and Validation

ACCOUNTABILITY AND AUDIT



Common Use Cases

- SOP Compliance
- Transaction Reviews
- Automated Controls
- CAP Management
- Risk Assessment and Surveying

DATA ANALYTICS AND REPORTING



Common Use Cases

- Automated Data Reporting
- Data Gathering and Cleansing
- Data Mining
- Performance Monitoring



Statement of Service and Rules of Behavior

1.0 System Access and Functionality


Service accounts established for the purpose of robotic process automation (RPA) are the responsibility of the individual and agency establishing the service account and are subject to USA Staffing's RPA governance. This includes permissions assigned and all actions executed within USA Staffing. Any agency customer intending to create a service account in USA Staffing or use RPA in USA Staffing must formally request approval from the USA Staffing Program Manager in OPM.

7.0 USA Staffing Full Terms and Conditions of Use and Rules of Behavior

Once annually, every USA Staffing user must read and agree to the Rules of Behavior when signing into the system before they are granted access to USA Staffing features and data. This requirement also applies to accounts assigned to automation acting as a system user. Additionally, agency personnel creating and managing automated user accounts for the purpose of robotic process automation accept responsibility for the permissions assigned and all actions executed by these accounts within USA Staffing.



Request & Approval Process

**USA Staffing®**
Great Government Starts Here®

Robotic Process Automation (RPA) Request Form

INSTRUCTIONS

The following document allows agencies to request a service account which a Robotic Process Automation (e.g. RPA, automation, bot, digital worker) solution uses to interact with USA Staffing. Once this form is complete and signed, please submit it to your USA Staffing® Account Manager. For definitions of the below items, please reference page 2.

RPA INFORMATION

AGENCY INFORMATION

Requesting Agency/Organization*

Sponsor Information

Name*

Phone*

Email*

Custodian Information

Name*

Phone*

Email*

RPA INFORMATION

Agency ID

USA Staffing® Account Exists?* ☐ Yes ☐ No

RPA Type* ☐ Attended ☐ Unattended

RPA Software*

Purpose/Description*

PRIMARY DATA POINTS GATHERED:

- Requesting Agency / Organization
- RPA Sponsor
- RPA Custodian
- RPA Type (Attended / Unattended)
- RPA Software Used
- Description / Purpose of RPA



Coming Soon: USA Staffing will identify Service Accounts

History

Account Details

Date Account Created

User Not Yet Saved.

Date of Last Login

☐ Applicant Flow Data Access ☒ Service Account (bot)

Service Account Details

☐ Unattended Bot

Agency Bot ID Responsible Organization*

Sponsor Name* Custodian Name*

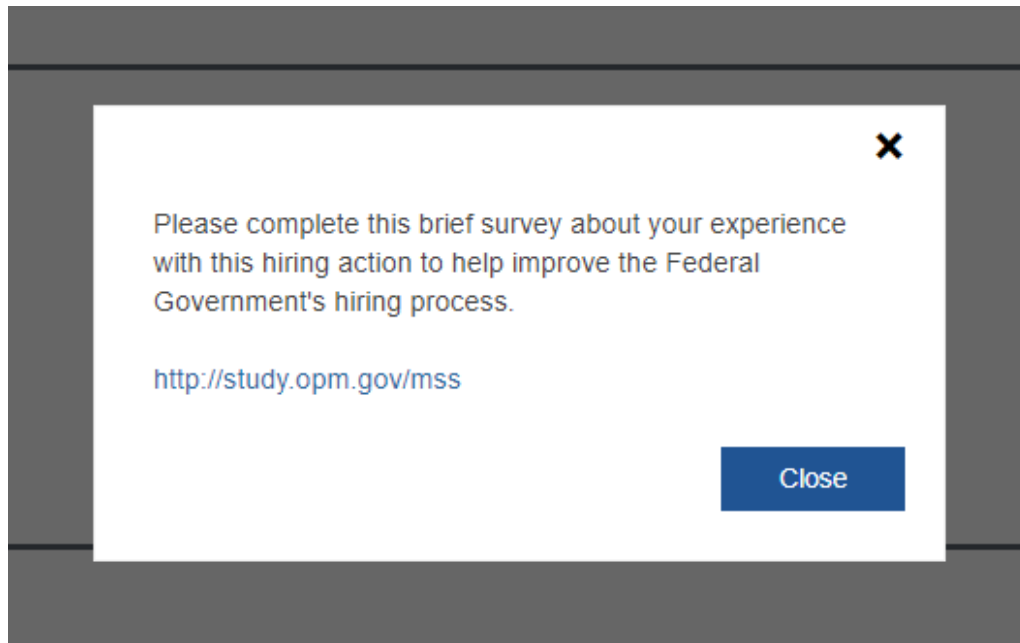
Description*

BENEFITS

- Increases Awareness
- Enables Auditability
- Enables Reporting (OPM & Agency)
- Continual Recertification
- Risk mitigation



CHCO Hiring Manager Satisfaction Survey Enhancements



Current State: USA Staffing provides a static [link](http://study.opm.gov/mss) to the CHCO Hiring Manager survey when the hiring manager returns a certificate.



CHCO Survey: Current State



Chief Human Capital Officer's Management Hiring Process Satisfaction Survey

- The survey is hosted on Verint's Foresee platform.
- It includes questions about the position, duty location, the managers involvement in the hiring process and their satisfaction.
- Agencies use the data for agency-specific and Government-wide metrics.

If you have questions concerning this survey, please contact Clint Sidwell at the U.S. Office of Personnel Management at clint.sidwell@opm.gov.

Required questions are denoted by an *

1: *What is your **overall satisfaction** with this hiring process?

1=Very Dissatisfied Very Satisfied=10
1 2 3 4 5 6 7 8 9 10
☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

2: *How well does this hiring process **meet your expectations**?

1=Falls Short Exceeds=10
1 2 3 4 5 6 7 8 9 10
☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

3: *How does this hiring process **compare to your idea of an ideal hiring process**?

1=Not Very Close Very Close=10
1 2 3 4 5 6 7 8 9 10
☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐

4: *Select the **Agency or Department** for which you work.

5: *What is the duty station for this position? (Mark all that apply to this job opportunity announcement.)

- | | | |
|--------------------------------------|---|--|
| <input type="checkbox"/> Alabama | <input type="checkbox"/> Alaska | <input type="checkbox"/> Arkansas |
| <input type="checkbox"/> Arizona | <input type="checkbox"/> California | <input type="checkbox"/> Colorado |
| <input type="checkbox"/> Connecticut | <input type="checkbox"/> District of Columbia | <input type="checkbox"/> Delaware |
| <input type="checkbox"/> Florida | <input type="checkbox"/> Georgia | <input type="checkbox"/> Hawaii |
| <input type="checkbox"/> Idaho | <input type="checkbox"/> Illinois | <input type="checkbox"/> Indiana |
| <input type="checkbox"/> Iowa | <input type="checkbox"/> Kansas | <input type="checkbox"/> Kentucky |
| <input type="checkbox"/> Louisiana | <input type="checkbox"/> Maryland | <input type="checkbox"/> Massachusetts |
| <input type="checkbox"/> Maine | <input type="checkbox"/> Michigan | <input type="checkbox"/> Minnesota |
| <input type="checkbox"/> Missouri | <input type="checkbox"/> Mississippi | <input type="checkbox"/> Montana |
| <input type="checkbox"/> Nebraska | <input type="checkbox"/> New Hampshire | <input type="checkbox"/> New Jersey |



CHCO Survey: Planned Future State

- USA Staffing will send data (position title, series, grade, location, agency, sub-organization) to Foresee when the manager starts the survey.
- Foresee will combine the USA Staffing data with the manager's responses to satisfaction questions.
- USA Staffing will also combine the Foresee data with other information about the recruitment and assessment strategies for more in-depth analysis.
- Planned launch July 2021

https://cxsurvey.foresee.com/sv/afh9ry8WiHcjAsJpCwZX4svGHX4RiEaw/0

United States Office of Personnel Management | Chief Human Capital Officer's Management Hiring Process Satisfaction Survey

* What is your overall satisfaction with this hiring process?

| | | | | | | | | | |
|-------------------|---|---|---|---|---|---|---|----------------|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Very Dissatisfied | | | | | | | | Very Satisfied | |

* How well does this hiring process meet your expectations?

| | | | | | | | | | |
|-------------|---|---|---|---|---|---|---|---------|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Falls Short | | | | | | | | Exceeds | |

* How does this hiring process compare to your idea of an ideal hiring process?

| | | | | | | | | | |
|----------------|---|---|---|---|---|---|---|------------|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Not Very Close | | | | | | | | Very Close | |

FORESEE Privacy

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Next

* required question



Legacy USA Staffing Decommissioning

September 30, 2021

- As of this date, the Legacy USA Staffing system will be fully decommissioned.
- No users, not even OPM users, will be able to access Legacy system after this date.

FY21 Decommissioning Goals and Activities

- Complete required IT security and platform upgrades as necessary to preserve read only access to a limited number of users.
- Continue purging data based on retention rules while protecting data within the retention window or marked "under litigation" from purging.
- Prepare for agency customers to take ownership of any remaining Legacy data after September 30, 2021.



Legacy USA Staffing Data Handover

How will remaining Legacy data be provided?

- USA Staffing will store the agency data on a PIN-authenticated, portable USB 3.1 external drive with 256-bit encryption
- OPM will ship the external drive to the customer agency IT POC.
- Vacancy data, Applicant Documents, Case File Documents and Applicant Letters will be organized into subfolders by Office.



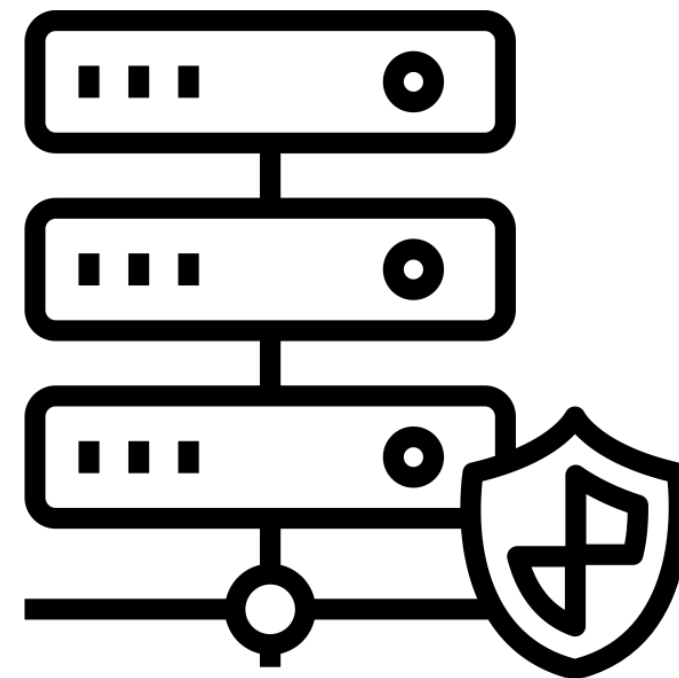
Example external hard drive with up to 8TB storage



Legacy USA Staffing Data Handover

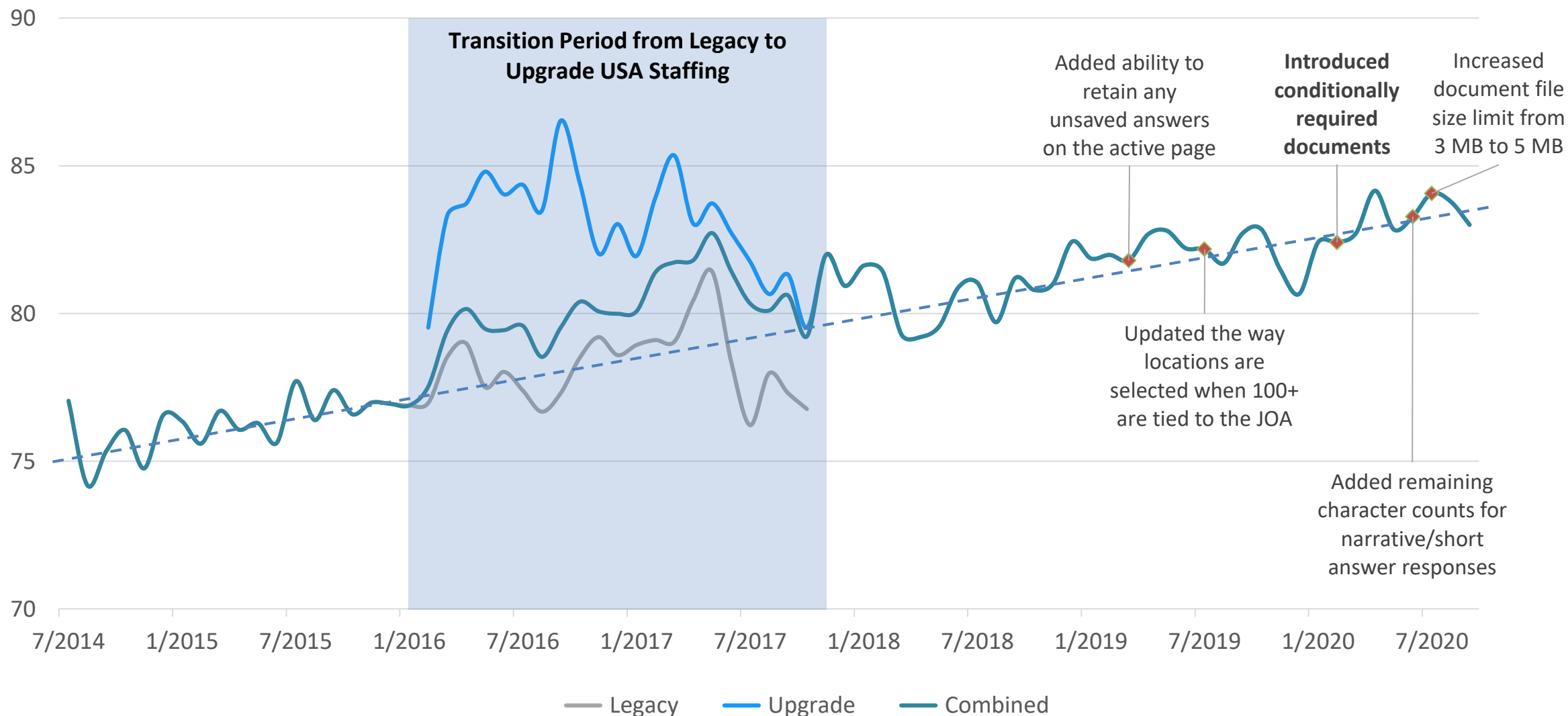
What must agencies do with their Legacy data?

- Receive the external hard drive
- Save the data to an internal network location
- Ensure the data is accessible only to appropriate users.
- Return a signed receipt acknowledgement document and the external hard drive to OPM no later than two weeks after delivery





Application Manager Foresee Satisfaction Scores





Position Description Reviews

Presenter: Jennifer Reaves, Product Development Branch Manager



CLASSIFICATION



Position Descriptions

1234 JR Demo

Create Review

Review Name

Review Type

Status

Due

Position Description

Review Information

Review Assignments

Documents 0

Notes 0

History

Review Information

* = Required

Position Description *

1234 JR Demo: Health Insurance Specialist

Review Name: *

Health Insurance Specialist (JR Demo)

Owner:

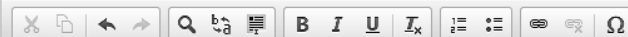
Jennifer Reaves

Due Date: *

11/05/2020

Auto Recall Date:

Review Instructions



Please review the attached position description and provide feedback on the duties. |



CLASSIFICATION



Position Descriptions

1234 JR Demo

Review: Health Insurance Specialist (JR Demo)

Review Name

Health Insurance Specialist (JR Demo)

Review Type

Position Description

Status

Due

11/5/2020

Review Information

Review Assignments

Documents 0

Notes 0

History

Review Assignments

Add Reviewer

| Status | Reviewer Name | Phone | Email | Return To HR | |
|--------|---------------|--------------------------------|-------------------------|-------------------------------------|--------|
| | Testy Manager | 111111111122222222223333333333 | usastestmanager@opm.gov | <input checked="" type="checkbox"/> | Remove |

Save

Send Review



Position Description Review

View as PDF

- 1 Position Details
- 2 Position Requirements
- 3 Classification Factors
- 4 Authorizations

Details

| | |
|-----------------------------|---------------------------------------|
| Position Title | Program and Management Analyst |
| Organizational Title | Business Analyst |
| Position Description Number | ASMG-PDS-2020-0343-12-A |
| Pay Plan | GS - General Schedule |
| Occupational Series | 0343 - Program and Management Analyst |
| Grade | 12 |
| Specialties | None |
| Full Performance Level | 13 |
| Classification Standard | Factor Evaluation System |
| Supervisory Status | Non-Supervisory |

Status

| | |
|-----------------------------|-------------------|
| Position Status | Excepted |
| Position Status Explanation | Automated Testing |
| Service | Headquarters |
| Fair Labor Standards Act | Exempt (E) |

Security

| | |
|-------------------------------|---------------------------------|
| Position Sensitivity and Risk | Non-sensitive (NS)/Low Risk (1) |
|-------------------------------|---------------------------------|

Competition

| | |
|------------------------|------------|
| Competitive Level | 222 |
| Bargaining Unit Status | Bargaining |
| Bargaining Unit Code | AFGE702 |

Function

| | |
|--------------------------------|------------------------|
| Functional Classification Code | Development |
| Cyber Security Code | 131 - Target Developer |
| Is Acquisition Position | Yes |
| Acquisition Level | Level 1 |

Comments

Position Description Review

View as PDF

- 1 Position Details
- 2 Position Requirements
- 3 Classification Factors
- 4 Authorizations

Competencies

| | |
|----------------------|--|
| Attention to Detail | Is thorough when performing work and conscientious about attending to detail. |
| Creative Thinking | Uses imagination to develop new insights into situations and applies innovative solutions to problems; designs new methods where established methods and procedures are inapplicable or are unavailable. |
| Customer Service | Works with clients and customers (that is, any individuals who use or receive the services or products that your work unit produces, including the general public, individuals who work in the agency, other agencies, or organizations outside the Government) to assess their needs, provide information or assistance, resolve their problems, or satisfy their expectations; knows about available products and services; is committed to providing quality products and services. |
| Decision Making | Makes sound, well informed, and objective decisions; perceives the impact and implications of decisions; commits to action, even in uncertain situations, to accomplish organizational goals; causes change. |
| Interpersonal Skills | Shows understanding, friendliness, courtesy, tact, empathy, concern, and politeness to others; develops and maintains effective relationships with others; may include effectively dealing with individuals who are difficult, hostile, or distressed; relates well to people from varied backgrounds and different situations; is sensitive to cultural diversity, race, gender, disabilities, and other individual differences. |
| Oral Communication | Expresses information (for example, ideas or facts) to individuals or groups effectively, taking into account the audience and nature of the information (for example, technical, sensitive, controversial); makes clear and convincing oral presentations; listens to others, attends to nonverbal cues, and responds appropriately. |

Comments

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Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat.

Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Introductory Statement

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Duties and Responsibilities

Duty #1 Percentage of Duties: 50 %

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat.

Duty #2 Percentage of Duties: 50 %



Position Description Review

[View as PDF](#)

1 Position Details

2 Position Requirements

3 Classification Factors

4 Authorizations

Factor Evaluation System

Factor 1: Knowledge Required

Level 9, 1850 points

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Factor 2: Supervisory Controls

Level 9, 1850 points

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nunc enim eros, ornare at euismod a, tincidunt ut justo. Aliquam sed mattis urna. Pellentesque ut venenatis metus. Praesent quam est, condimentum a tristique sit amet, varius eu magna. Aliquam nisi felis, ultricies in urna sed, consectetur pharetra nisi.

Factor 3: Guidelines

Level 9, 1850 points

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Factor 4: Complexity

Level 9, 1850 points

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Factor 5: Scope and Effect

Level 9, 1850 points

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Factor 6: Personal Contact

Level 9, 1850 points

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Factor 7: Purpose of Contacts

Level 9, 1850 points

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Comments

Lorem ipsum
elit, sed do e
dolore magn

Position Description Review

[View as PDF](#)

1 Position Details

2 Position Requirements

3 Classification Factors

4 Approve and Return

Approval and Authorization

I have reviewed the content of the position description contained within this review and certify that the duties and responsibilities accurately reflect those of the position. I hereby approve this position description.

[Electronically Sign](#)

[Back](#)

You requested modifications to the content of this position descriptions in the areas outlined below. As a result, you are not able to approve the position description at this time and will be given the opportunity in the future, once all requested updates have been made, as appropriate.

- Introductory Statement
- Duties
- Other Duties

[Return Feedback](#)

[Back](#)



USAJOBS[®]

Presenter: Bridget Dongarra, USA Staffing Program Manager

USAJOBS - Veterans' Interconnection



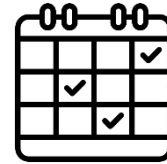
Challenge

Many veterans are not fully aware of their eligibilities and submit documentation for each and every job application, which also requires a time intensive adjudication process for agency HR staff.



Solution

The veterans' interconnection will allow veterans to populate their service information directly from the VA/DoD Application Programming Interface (API), which will directly connect with USAJOBS. This will help eliminate the need to repeatedly submit supporting documentation and will help streamline the HR adjudication process.



Timeline

Target release of **June 2021**. This timeline includes change management activities and allows TAS vendors approximately 6 months to make the changes.



USAJOBS Profile: Service and Disability Information

My VA Information

Military service

Period of Service

| Branch/Component | Character of service | Pay grade |
|------------------|----------------------|-----------------------------------|
| Air Force | Honorable | E05 |
| Entry date | Separation date | Narrative reason for separation |
| 3/21/2001 | 7/21/2014 | Sufficient service for retirement |

Service Connected Disability

Disability rating

30% or more

Date of disability letter

5/31/2016

Does the information above match your DD214 and DD215 (if you have one), and disability letter?

No, it does not match

Yes, it matches

I want to change my answers to the military service questions. [Start over](#)

? Help

[Learn more about listing your military experience.](#)

How do I know if the information is correct?

We pull the military and disability information from the VA, which is the authoritative source of this information. To make sure the information is correct:

- Compare the military service information with your DD214 and DD215 (if you have one).
- Compare the service-connected disability information with your letter from the VA.

If you don't have a service-connected disability, the disability information will not appear.

What if my information does not match my military service documentation?

This may happen if your military service or disability information changed since you received your current DD214 and DD215 (if you have one) and VA letter.

If your information does not match your DD214 or VA letter, click **No, it doesn't match**. You'll have the option to enter your military information in a form.

What if my disability rating says "No information found"?

It means we couldn't find any data about your service-connected disability in the VA system. Click **No, it doesn't match** to continue. You'll have the option to enter your disability information yourself. We also suggest you contact the VA to correct the information.

What if my information matches my documentation, but it's not correct?

Your DD214 and DD215 (if you have one), is a direct output of what's in the VA system. If the information is incorrect in both places, there may have been an error entering your information in the VA system.

Click **Yes, it matches** to continue filling out your information. You also need to contact your military service to make sure your information is updated in the Defense Enrollment Eligibility Reporting System (DEERS). Once you receive the correct version of your documentation, you can come back and update your information.

What will you use this information for?

We'll use your military information to see if you're eligible for veterans' preference or a special hiring authority for veterans. Being eligible for a special hiring authority or preference can broaden your job options with the Federal Government.



USA Staffing Applicant List: Veterans Preference Adjudicated

| | | | | | |
|----------------|------|-------|----|-----|-----------------------|
| Ibanez, Carmen | ELTE | TP ? | AA | 2 ▼ | VRA ? |
| Jackson, Julie | ELTE | CPS ✓ | AA | 2 ▼ | 30% DV ✓ VEOA ✓ VRA ✓ |
| Pierce, Monica | ELTE | NV | AA | 3 ▼ | 30% DV ? VEOA ? |



USAJOBS - Job Status Feature



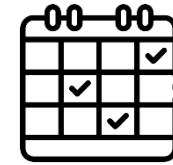
Challenge

After a job application is submitted, applicants become frustrated with the lack of information if they do not receive notifications about their application status. This requires HR action on the application status for each application submitted.



Solution

USAJOBS will introduce a high level Job Status (e.g., "position filled") on the platform in addition to the individual application status provided by agencies. The intent of the job status is to provide an update on where the job is within the process and eliminate any redundant notifications between USAJOBS and TAS partners.



Timeline

USAJOBS target release date is ***December 2020.***



+ Program Analyst

Accepting applications

Army and Air Force Exchange Service (nonappropriated fund)

Washington DC, District of Columbia

Closes 10/31/2020

Application status

You applied for this job on 10/27/2020

Last updated 10/27/2020

[Track this application.](#)

+ Early Career Demo

Accepting applications

DHS Headquarters

Washington, District of Columbia

Closes 12/31/2020

Application status

You applied for this job on 9/24/2020

[Track this application.](#)

- Community Planner (No SME Review)

Reviewing applications

Federal Transit Administration

Washington, District of Columbia

Closed 8/5/2020

Application status

You applied for this job on 8/5/2020

[Track this application.](#)

Locations

Washington, District of Columbia

Work Schedule

Full-Time - Permanent

Series & Grade

GS-0020-9/12

Job announcement number

FTA-TSO-20-10110787-DEST-MA

Salary Range

\$46,000.00 to \$103,000.00 per year

[Full job announcement](#) [Archive](#) [Help](#)

Job Status

Updated designs for job status and the applications list in USAJOBS simplifies status feedback to applicants.

Interface designs are preliminary and subject to change.

Strategic Recruitment – Agency Talent Portal



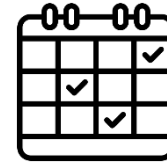
Challenge

Agencies often have limited resources to administer branding and outreach activities to attract a target audience for their job opportunities and rely solely on posting job opportunity announcements on USAJOBS.



Solution

USAJOBS continues to expand its Agency Talent Portal capability to deliver a recruitment and branding platform to facilitate strategic recruitment activities.



Timeline

- Q1** Upgrade resume search
- Q2** Campaigns and events enhancements
- Q3** Messaging
- Q4** Talent Networks



USAJOBS ATP: Resume Search Results

Improved site performance,
login, search, filtering and
sorting features as well as
improved usability.

An official website of the United States government [Here's how you know](#)

USAJOBS Agency Talent Portal [Search Resumes](#) [Campaigns](#) [Events](#) [Help](#) Hannah ▾

Keywords **Location** (current or desired) [Search](#)

[Advanced Search](#)

Viewing 1 - 6 of 6 job seekers Sort by **Relevance** ▾

Michael Johnson
📍 Washington, DC U.S. Citizens
🕒 Last updated 10/01/2020

Vivian Olumide
📍 Washington, DC
🕒 Last updated 8/17/2020

Sarah Williams
Cybersecurity and Infrastructure Security Agency
Department of Homeland Security
GS-13
📍 Washington, DC
🕒 Last updated 5/24/2020

Cyber Analyst GS-13 **SAVED**
 U.S. Citizens
 Federal employees
 Veterans

Jeremy Lopez
Technical Project Manager at ABC Group
📍 Washington, DC
🕒 Last updated 5/03/2020

U.S. Citizens

Filters

Hiring path

- ☐ U.S. Citizens
- ☐ Federal employees
- ☐ Veterans
- ☐ Military spouses
- ☐ National Guard & Reserves
- ☐ Students
- ☐ Recent graduates
- ☐ Senior executives
- ☐ Individuals with disabilities
- ☐ Family of overseas employees
- ☐ Native Americans
- ☐ Peace Corps & AmeriCorps VISTA
- ☐ Land & base management

[Clear all filters](#)



Cognos Training Program

Report Consumer Training

Report Author Training

Advanced Author Forum

Who?

- New USA Staffing reports users

- New report authors

- Experienced report authors

What?

- How to navigate to and run reports

- How to get started building reports

- Open forum for authors to ask questions

Time?

- ½ day

- 1 ½ days

- 1 hour

When?

One session per month, alternating between each Report Consumer Training and Report Author Training

- The first Thursday of each month at 11:00 AM EDT

How?

Each training will have a designated timeframe for registrations. Contact your USA Staffing Account Manager to sign-up.

- All report authors are welcome. Questions can be submitted in advance



Cognos Training Dates

Report Consumer Training

Report Author Training

Advanced Author Forum

Dates

Tuesday, November 10
12:30 – 4:30 PM EDT

Tuesday, December 15
10:00 AM – 4:00 PM EDT

Thursday, November 5
11:00 AM – 12:00 PM EDT

+

Wednesday, December 16
10:00 AM – 3:00 PM EDT

Thursday, December 3
11:00 AM – 12:00 PM EDT

Wednesday, January 13
12:30 – 4:30 PM EDT

Tuesday, February 16
10:00 AM – 4:00 PM EDT

Thursday, January 7
11:00 AM – 12:00 PM EDT

+

Wednesday, February 17
10:00 AM – 3:00 PM EDT

Thursday, February 4
11:00 AM – 12:00 PM EDT

How to Register

Contact your USA Staffing Account Manager.

No registration required. Questions can be submitted in advance.



USA Staffing Upcoming Events

November 4: Cognos Stage Release

November 5: Cognos Advanced Report Author Forum

November 10: Cognos Consumer Training

November 12: Cognos Production Release

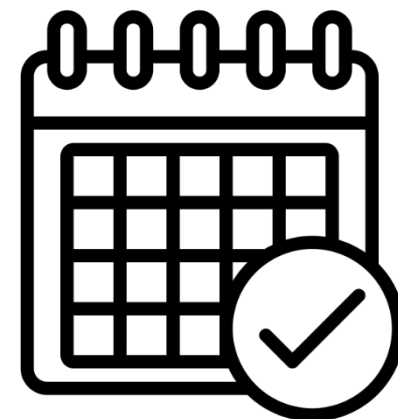
November 13: USA Staffing Production Release

November 16-20: Virtual Mixed Agency USA Staffing Training w/ Onboarding

November 18: Assessment Workgroup Meeting

November 20: USA Staffing Stage Release

November 24: Reporting and Analytics Workgroup Meeting





USA Staffing is Hiring!

We are recruiting:

- Business Analysts (BAs) (GS-11/13)
- User Supporters (GS-201-11-13)
- Financial Analyst (GS-343-12)

USA Staffing's **Data Analyst announcement** is open until 11/5/20.

OPM's HR Solutions Division is using a special search page on USAJOBS that lists all HRS jobs as they open.

An official website of the United States government

USAJOBS

Keywords:

Location:

Viewing 1 – 3 of 3 jobs Sort by Relevance

[Save this search.](#) We'll email you new jobs as they become available.

Program Analyst (UX/UI Designer)
Office of Personnel Management
Other Agencies and Independent Organizations
Multiple Locations

Starting at \$64,009 (GS 11-12)
Permanent • Full-Time

Open 10/19/2020 to 10/30/2020

Management and Program Analyst
Office of Personnel Management
Other Agencies and Independent Organizations
Multiple Locations

Starting at \$79,003 (GS 12-13)
Permanent • Full-Time

Open 10/20/2020 to 11/02/2020

Program Analyst (Data Analytics)
Office of Personnel Management
Other Agencies and Independent Organizations
Multiple Locations

Starting at \$78,681 (GS 13)
Permanent • Full-Time

Open 10/23/2020 to 11/05/2020

<https://www.usajobs.gov/Search/Results?mco=OPM-HRS>



Questions and Closing

**Thank you for your active participation in
USA Staffing Advisory Board meetings!**